



Seattle City Council

August 5, 1011

Dear Colleagues,

We are writing to summarize our efforts bringing together a group of diverse stakeholders to the proposed paid sick leave legislation. We've attached here a list of the participants to that effort.

Recognizing that there would be disagreement about the elements of a paid sick leave proposal, we agreed at the start that our discussion would proceed from the following four principles:

- 1) No one should be required to work when ill.
- 2) No one should lose income when they are unable to work because of illness.
- 3) No one should fear losing their employment if they are unable to work because of illness.
- 4) No business should have its ability to sustain itself jeopardized; if they feel this is the case, it must be an impact that is demonstrated.

The meetings were designed to identify, clarify, and, where possible, resolve areas of concern, with the understanding that the City Council would be the final decision-maker. We met twice, each time for nearly two and a half hours. At the first meeting, we reviewed the major components of the legislation as well as the ideas offered to make changes to those components in order to address areas of concern. Following the first meeting we distributed a worksheet and asked participants to rate the proposed changes that they felt were most promising to address the identified area of concern. At the second meeting, we asked that individuals speak to the proposed changes that they supported as possible solutions.

There were some small but important agreements and clarifications made in these meetings.

- a. We clarified that tips and commissions were not included in an employer's obligation under the ordinance to provide sick leave pay.

- b. We clarified that employees would not be authorized to receive pay for time that they are sick when they are not scheduled to work.
- c. We clarified that the accrual rates for paid sick leave will not apply to hours worked before the ordinance takes effect.
- d. We agreed that employees who have declined to participate in a health insurance program offered by their employer shall not be entitled to reimbursement of half of their out of pocket expenses for medical documentation of illness required by employer.
- e. We agreed that nothing in the proposed ordinance precludes employees from establishing a policy where employees may donate unused paid sick leave to another employee.
- f. We agreed that in instances of variable pay, the employee would be reimbursed at the pay rate that they would receive on the day they are sick had they gone to work.

Included in this packet for your review is a list of the stakeholder group members, the agendas for both meetings, the handouts distributed at the meetings, the options-rating summary, individual responses to the outline of issues, and the minutes for both meetings. Overall we think it was a good discussion and as a result I think we both have a deeper understanding of the concerns and goals of stakeholders impacted by the passage of a proposed stakeholder process.

We are each working with Ben Noble on Central Staff to develop some amendments to address some of these concerns. If you haven't already done so, we encourage you, after reviewing this material, to meet with Ben to do the same.

Sincerely,



Council President Richard Conlin



Councilmember Nick Licata, Housing, Human Services, Health, and Culture Committee Chair